

EQUAL OPPORTUNITY POLICY

- Provide equal opportunity and fair treatment for military personnel, family members, and DA civilians without regard to race, color, gender, religion, or national origin.
 - Provide an environment free from unlawful discrimination and offensive behavior.

EO PROGRAM COMPONENTS

- Leader Commitment
- Sequential and Progressive Training
- Effective and Responsive Complaint Process
- Affirmative Action Plan
- Feedback Mechanisms
- Equal Opportunity Advisors

LEADERSHIP ELEMENTS

- Military Discipline and Conduct
- Issues of Appropriate Behavior
- Extremist Organizations
- Army Language Policy
- Accommodating Religious Practices
- Women in the Army

RACISM

Any attitude or action by an individual, group, or institution to subordinate another person or group because of skin color or other physical traits associated with a particular group.

Racism consists primarily of two types:

- Personal or individual
- Institutional

SEXISM

An attitude, behavior, or conditioning which fosters stereotypes of social roles based on sex or gender.

SEXIST BEHAVIORS INCLUDE:

- Ignoring women or women's issues
- Exclusionary language
- Speaking for women
- Paternalism

PREJUDICE

A negative attitude or feeling toward certain groups based upon faulty and inflexible generalizations. Any preconceived opinion or feeling which is favorable or unfavorable toward certain groups. **Prejudicial behaviors include:**

- Disparaging terms
- Discrimination
- Avoidance
- Physical attacks
- Extermination or genocide

DISCRIMINATION

- Personal
- Institutional
 - Direct
 - Indirect
 - Side-Effect
 - Past-In-Present

SEXUAL

HARASSMENT

A form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to or rejection of--

when someone makes this conduct either explicitly or implicitly a term or condition of a person's job, pay, career, or

someone uses such conduct as a basis for career or

employment decisions affecting that person, or

such conduct interferes with an individual's work performance or creates an intimidating, hostile, or

offensive working environment.

RELATED ELEMENTS OF SEXUAL HARASSMENT

Impact vs
Intent

Reasonable Person
Standard

IMPACT OF SEXUAL HARASSMENT

- Interferes with work performance
- Creates a hostile work environment
- When “Quid Pro Quo” (this for that) undermines unit teamwork and morale

VICTIM REACTIONS

- Denial
- Rationalization
- Joking
- Avoidance

Clarification--

Is the behavior sexual in

nature?

Is the behavior

unwelcome?

Does the behavior create a hostile or offensive

environment?

Has someone demanded, requested, or suggested sexual favors?

ASSESSMENT

- Nature of the incident
- Frequency of behavior
- Impact of behavior on the victim
- Appropriateness of behavior
- Rank and position
- Past history
- Consequences of your actions
- Environment assessment

PREVENTION COMPONENTS

- Leadership commitment
- Progressive training
- Complaint process
- Disciplinary and administrative actions

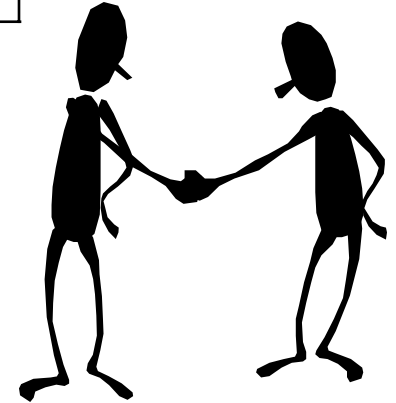
LEADER ACTIONS

- Bar to reenlistment
- Letter of admonishment and reprimand
- Relief for cause
- Rehabilitative transfer
- Additional training
- Required counseling
- Denial of certain privileges

COMPLAINTS

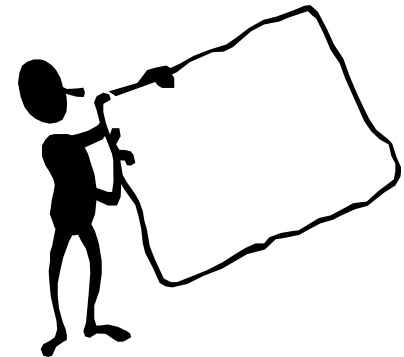
Informal

Any complaint not filed in writing.



Formal

Complaint filed in writing and sworn to the accuracy of the information.



DEFINITIONS

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Reprisal

-

Threatening

-

Intimidation

-

Harassment